



OUTSIDE THESE INSIDE STORIES

The young women featured in this brochure are unique in one respect only: they had the determination to carve out careers based on what they really wanted to do rather than on what girls are expected to do.

Other young women are turning more and more to non-traditional careers in keeping with their changing life style — women such as Carol Stanton of Toronto who is a trader for a brokerage house, or Louise Bolduc of Sudbury, a mining engineer, or Ruth Grant of Pembroke who is training to become a watchmaker.

Whatever your career decision may be, don't shortchange yourself by settling for a level less than your potential. It's important, too, not to avoid what you think might be an interesting career simply because it's never been considered suitable for a girl.

You'll find that today, in Ontario, it's ability to do the job that counts — not whether you happen to be a man or woman. And this principle is enforced through the Ontario Human Rights Code. The law says that you cannot be discriminated against because of your sex or marital status in being hired, trained or promoted. So long as you have the necessary qualifications, ability and commitment, you'll have an equal chance to succeed on the job.

If it's ideas you need, the Women's Bureau has a series of suggestions complete with job descriptions. It's called a Career Selector.

Just telephone or write the Women's Bureau,
400 University Avenue, Toronto.



Women's Bureau
Elizabeth Neville, Director
400 University Avenue
Toronto, Ontario M7A 1T9

Published: 1968
Revised: July, 1973

WB 4009

Marie Rauter / Age 24

Forester
Department of Lands and Forests
Ontario Government
Master of Science in Forestry (M.Sc.F.)

"The immediate reaction is a laugh when people first hear what my occupation is. They connect Forestry with Smokey the Bear or some forest ranger type climbing a fire tower.

Forestry is lab work, office work, field work, statistics . . . just like any other profession. I've specialized in tree breeding which is called Forest Genetics. Despite the fact I'm the first girl that has graduated in this course from the University of Toronto, I haven't really encountered any prejudice either from professors or employers. I had no trouble getting my first job. And once you've proven you know the work, any skepticism disappears.

I hate cities and I love the outdoors — and that's how I got into Forestry. And I've always liked working with plants. I had a good start on this road from high school because I took all the maths and sciences and concentrated on biology and chemistry. The university courses are heavy but now that I have that behind me I have the time and a free hand to develop my own experimental work. Some of the experiments will last for years — you can't force a tree to grow any faster — but that's the difference from private industry that appeals to me.

If I'm asked for advice about this profession I always say make sure it's what you *really* want, otherwise you'll be very discouraged. I intend to continue my involvement in Forestry after marriage. I'd rather pay someone to do housework than sit at home. Besides, after all this studying it would be a shame to drop right out of the picture."

Marie Rauter



"A love affair with the outdoors"

Tania Boyko / Age 23

Government Expenditures Analyst
Treasury Board
Ontario Government
Bachelor of Arts

"I suppose my job title must sound a little ponderous. It isn't really. But even after I've explained that it simply involves analysis of spending forecasts I'm still greeted with blank faces.

Two years ago my reaction would have been the same. I was then a confused, bewildered, final year student in Political Science and Economics at U. of T. I had absolutely no idea what I wanted to do, what I could do, or where I wanted to go. My interests roamed from Social Work, to Town Planning, to International Affairs. Finally a concerned professor advised me to take a year off and just plain work! He said the Ontario Treasury Board was looking for analysts and why didn't I apply? I did and they hired me. I was sure I would last only long enough to save enough money for the trip around the world I'd been planning. Well, I'm still here — two years later. What's more I'm really enjoying it.

It's important to me to have a finger on the pulse of activity and for me that's in government. I meet and work with a great variety of people in the course of researching background on government projects — it might be anything from buying a jeep for the north country to a major adult-retraining program. Of course it won't be every girl's cup of tea. I just happen to have a gnawing curiosity about everything.

I'm still going to take that trip — someday. I'd like to see Vienna. I was born there during the war."

Tania Boyko



"Government makes things happen"

Jocelyne Chicoine / Age 23

Graphic Designer
Canadian National Railway
Montreal
Diplome de L'Ecole des Beaux Arts
Montreal, Quebec

"I couldn't possibly exist without my career . . . it's a very necessary thing in my life. And working for the CN has been the most fascinating part of it all. They have given me tremendous freedom and it's so great to work for people who accept my 'way out' designs.

There aren't many female graphic designers in Canada. Most seem to gravitate into the more traditional fashion illustration. Originally I was thinking of becoming a sculptor . . . oddly enough it was a break in getting a summer job with an advertising agency that steered me into graphics.

Girls have to realize that regardless of how talented they may be they still have to start at the bottom. Even though I had top honours from my art school, I still had to fight the spectre of 'no experience'. It was rough landing my first job. I managed it only after persevering with an ad agency until they finally agreed to try me. It had nothing to do with my being a woman. I don't think there's any *real* resistance to women in graphics. It's like any other craft — you have to have what it takes to be a success. My background was 4 years at Art School in Montreal followed by post-grad work in engraving and film animation. I grew up in an artistic milieu so I suppose it's not unnatural I pursued an artistic career.

My biggest thrill, of course, came when I won two merit awards for my CN poster designs. It was a national competition and an extra special honour since I was the only woman to win. The next year I was invited to exhibit eight posters in an International Poster Show. My work is really important to me. I definitely wouldn't give it up for marriage."

Jocelyne Chicoine



Catching the eye of the graphic arts world

Helen Sutermeister / Age 25

Archaeologist
Royal Ontario Museum
University of Toronto
M.A. Oxon, Oxford University
England

"There aren't many openings in North America for full-time excavators so that any girl considering this field will need the kind of academic qualifications which will permit her to combine archaeology with some other job — museum work or university teaching for example. If you're doing excavation work, as I am, be prepared to work twelve hours a day. When you're out on a major dig it's like being up in the bush. You have to work intensively to get the job done. I accept this as a necessary aspect of my work. I enjoy being able to work out of doors and the freedom to set up my own research projects.

I suppose it's the detective aspect and the surprises that intrigue me about archaeology. I came out of Oxford University in England with an honours degree in History and a penchant for the unpredictable. There are some practical problems involved in appointing a woman to do field work in remote spots when the rest of the excavation party is male. Still, there are plenty of fascinating projects available.

I think it would be difficult to combine a career in archaeology with marriage, particularly if you're really committed to the work. There is so much travelling involved with excavation.

I became seriously interested in archaeology in my last year in college and since then have been doing mostly archaeological field work. I find satisfaction in researching subjects no one else has touched at all. I enjoy the challenge of sitting in front of a patch of earth with questions in my head. With the application of the right techniques, I'll probably get my answers."

Helen Sutermeister



"Nothing is really predictable"

Susan McPhee / Age 25

Interior Designer
Canadian National Railways
Graduate, Ontario College of Art
Toronto

"The fact that some of my major design projects have taken me into railway freight yards and manufacturing plants doesn't strike me as extraordinary. But most people seemed surprised, so I suppose it doesn't fit into traditional standards. In designing GO Train and caboose interiors, I approached the problem as a designer and *not* as a woman. Frankly I think people make too much of professional prejudice against women. Often, it's simply a feminine tendency to confuse natural competition, in any field, with prejudice. This is a very competitive business and any girl who enters it must be committed. The dilettante attitude is just not good enough — you've really got to *want* to do it! The year after my graduation from the Ontario College of Art I spent in Denmark studying on a fellowship. But you need more than just talent in this work. What counts is how receptive you are to the experiences and emotions of living and working with people. And travel has a big effect. I feel that my colour sense, for example, was much influenced by the time I spent in Spain. I painted from a very early age and was always encouraged in this direction. It was the pull of working in three dimensions and space that drew me into the design field. I was much more interested in the commercial and industrial application of design whereas most girls gravitate towards office planning. My career will always be important to me . . . I need the personal challenges to be happy."

Susan McPhee



She gave men a seat on the GO train

Vicki Radonicich / Age 18

Flying Instructor
Prince Edward Flying Club
Picton, Ontario
Commercial Flying Instructor

"The high point of my life was my eighteenth birthday. That was last April 1st when I received both my flying and instructor's licence. I guess I was the youngest in Canada — as far as I know. I was 'hooked' on flying at fifteen when a friend took me up for a flight . . . and I've never looked back. There's a continuing challenge and adventure in it for me. Every time I go up I learn something new. If you're serious about this kind of thing, as I am, you have to give up some comforts. The hours are long, you lose weekends, and the pay isn't very much at the beginning. But then most instructors don't teach for the money anyway. They want to accumulate flying hours in order to get their commercial licences for flying with commercial airlines. You've got to be an above-average pilot in this business, and a good salesperson too. Yes, the students are sometimes skeptical about a young and a female instructor. But usually, that's easily overcome once they see my competence and then it makes absolutely no difference. I combine my instructing duties with looking after the office . . . typing, bookkeeping, etc. I think it's important to have more than just one skill to get along on. Marriage? Oh sure. But I intend to keep on instructing because housework is boring for me. It's flying that fulfills my love of adventure."

Vicki Radonicich



A love of adventure

Donna Deaken / Age 26

Crime Lab Chemist
Centre of Forensic Sciences
Ontario Government
Bachelor of Science, University of Western Ontario,
London

"In this business it's not too unusual for the telephone to ring at any hour of the day or night calling me to examine clothing, or a car involved in a 'hit-and-run' accident. Our assistance is important to the police in trying to identify the wanted car. I agree the work is rather unusual but the irregularity of hours doesn't bother me because the work is so fascinating and I need this kind of stimulation. Primarily my job is a combination of research and case work. For me, it presents more diversified challenges than I feel I'd encounter in industry. Actually I started out to become a geologist but found that — at that time — Western University didn't accept women into the course. So I switched to organic chemistry. More than anything else I think you need perseverance and preciseness. Court testimony is an important aspect of this work and, as an expert in the field, one must be able to express oneself explicitly. When I made the decision to enter this work I was quite prepared to sacrifice a few numbers on a pay-check for the kind of job that would hold and intrigue me . . . after all, how can you buy satisfaction? Fortunately, in this field, one is not displaced so quickly by a changing technology. So if I do have to leave it temporarily for family responsibilities, I'll be able to return . . . but I'll probably work during marriage."

Donna Deaken



"The diversity means more than the dollars"

Dr. Margery O'Brien / Age 24

Veterinarian
Private Practice
St. Francis Animal Clinic
Kitchener, Ontario
Doctor of Veterinary Medicine, 1967

"Some girls think there is a certain glamour attached to being a veterinarian and that it would be great to work with cuddly dogs and kittens. It is — but it also means plenty of dirty, hard work, treating animals that have been badly mauled, tramping into barns to make rectal examinations of cows, or caring for a mare in foal. You have to have the same high regard for animal life that you'd have for human life. You need to be scientifically-minded and not too emotional. There aren't many women in this profession. It's not a matter of proving to yourself you are capable, it's proving to others that you can set up a practice and handle both large and small animals. People sometimes distrust my youth and sex . . . it's understandable with the older farmers, for example, who are accustomed to working with a man. I suppose I decided I wanted to be a vet way back in grade nine. My mother was raised on a farm so I inherited my love of animals from her. But it was my father who encouraged me to get into a profession where I could be independent. I agree entirely! I had to have higher-than-average grades, especially in maths and science to get into OVC (Ontario Veterinary College, Guelph). This is not the kind of profession you can set aside and then come back to whenever you want. The advances of science are too fast — you'd have to go back to school. If marriage comes, I'll probably continue working. My partner (a class-mate) and I work from 12 to 14 hours a day, excluding emergencies. But the joy of having an animal pull through makes up for it all — that, plus the endless gratitude of the owners."

Margery O'Brien



"You have to know how to help"

Mary Glogowski / Age 26

Town Planner
Borough of East York
Master of Science in Urban and Rural Planning, 1967
University of Toronto

"When I entered university I hadn't the foggiest notion of what I wanted to be. All I knew was that I liked the social sciences so I registered in social anthropology. Well I loved it, but it was only when I graduated three years later with an honours BA that I began to ask myself, 'What could I do with a BA in Anthropology?' It was the combination of a trip around the world and the advice of a friend that pointed me in this direction (Town Planning). For a year I travelled and worked my way around much of the world. In Taiwan, I worked three months for a missionary linguist trying to translate into written form the language of a Taiwan mountain tribe. Later, in Israel, I worked briefly on a dig for a 5,000 year old copper-age city. This was in the middle of the desert where we had to sleep in tents . . . I'd been on other historic digs in Canada with pretty primitive accommodation so it didn't really bother me. It was probably the exposure to other cultures and cities that finally propelled me into Town Planning. I love the work. It's great for girls . . . it takes a good deal of imagination in planning for the future and you have to enjoy writing reams of reports! My husband is also a Town Planner. If family responsibilities come along, I expect to continue working."

Mary Glogowski



"I was just a floater"

Valerie Haigh / Age 21

Medical Artist (Student)
Entering final year of three year course in
Bachelor of Science in Arts as Applied to Medicine

"About the only time no one has remarked, 'That must be an interesting job', was the day I carried home a box of human bones on the subway! So far the most exciting thing that's happened to me was sketching my first human operation — a seven hour heart valve transplant. I made up my mind in grade nine what I would do after reading an article on medical art. I had always wanted to be either a doctor or an artist and this seemed like the perfect answer. So, I planned my high school subjects accordingly. Most students enter the course with an art background — I took Fine Arts at Mount Allison University in New Brunswick — but a few start from the other end with a good biological grounding and gravitate into illustration training. One of the girls in my course began as a registered nurse and then followed up with four years at the Ontario College of Art. I'm working with doctors all the time which is exciting for me. It's a very specialized field. There are very few medical artists in Canada. Someday I'd like to set up my own medical art department in a hospital or university, but definitely in Canada. One day I expect to marry but I'd want to keep up with medical advances and techniques so I'll probably do free lance work while I have family responsibilities. When the family is grown I'll go back to part-time. I can't imagine ever giving it up completely . . . it's far too fascinating."

Valerie Haigh



"I've always known what I wanted to do."